

The precariousness of labour trajectories among young people in Catalonia. Period effects and cohort effects



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sobre la Vida Quotidiana
i el Treball

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Outline

- A few elements of context
- Period effects and cohort effects analyzed with the Youth Catalan Survey 2012
- Some complementary information from the REDEMAS survey
- Conclusions

A few elements of context

- ❑ Labour market reforms since the 80s produce an increase of temporary contracts and very high sensibility of employment to economic cycles
- ❑ Dramatic increase of unemployment due to recession and austerity measures
- ❑ “the possibilities for temporary employees to move into permanent positions tended to be lower in those countries that had relaxed the regulations on the use of temporary contracts” (Spain, Poland, France) (Eurofound, 2015: 68)

Youth Unemployment

Strong increase of unemployment among young people and very slow recovery. Similar trends in Spain and Catalonia

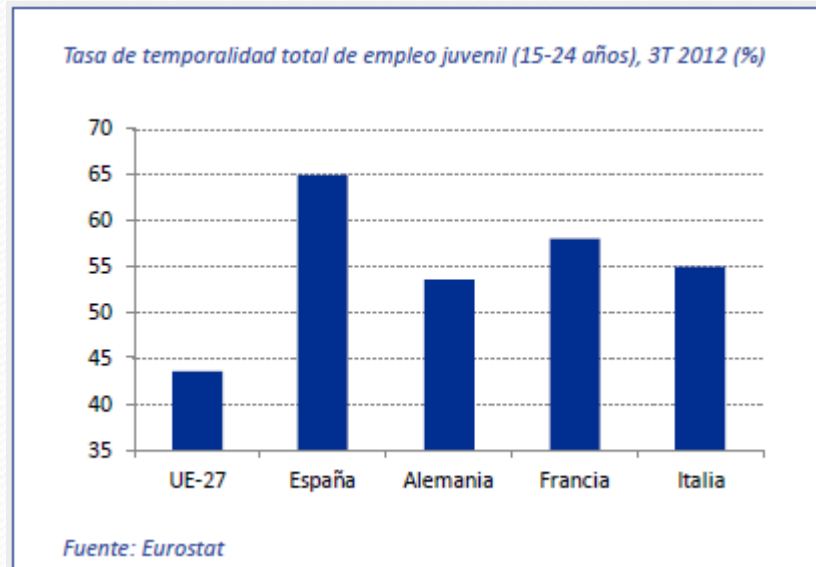
**Unemployment rates among young people (16-24 years old).
Spain and Catalonia. 2005 to 2016 (1st trimester)**

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (1st)
Spain	17.9	18.2	24.6	37.8	41.6	46.4	53.2	54.9	51.8	47.2	47.5
Catal.	14.7	13.5	20.4	37.1	39.5	44.1	50.7	50.8	45.9	39.0	37.6

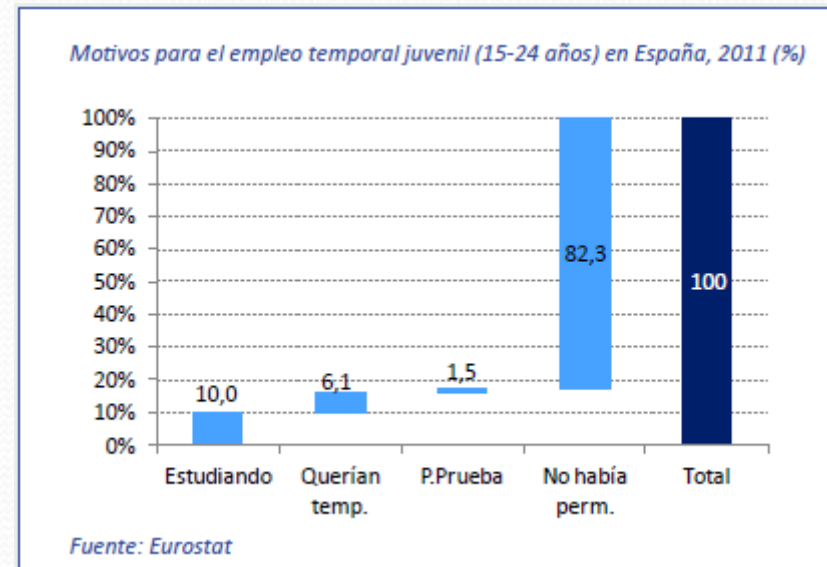
Source: Spanish Labour Force Survey – Encuesta de Población Activa

Temporary employment

**65% of temporary employment
among youngsters (15-24).
2012**



**82,3 % of involuntary temporary
employment among youngsters
(15-24). 2011**



Source: Estrategia de Emprendimiento y Empleo Joven

Only a Period Effect or also a Cohort Effect?

- Eventual recovery of employment without effects on the trajectory?
- Impact on the later trajectory due to labour market integration in worse conditions (i. e. *scarring effect*)
- Data from the Catalan Youth Survey (2012) and the REDEMAS Survey (2014)

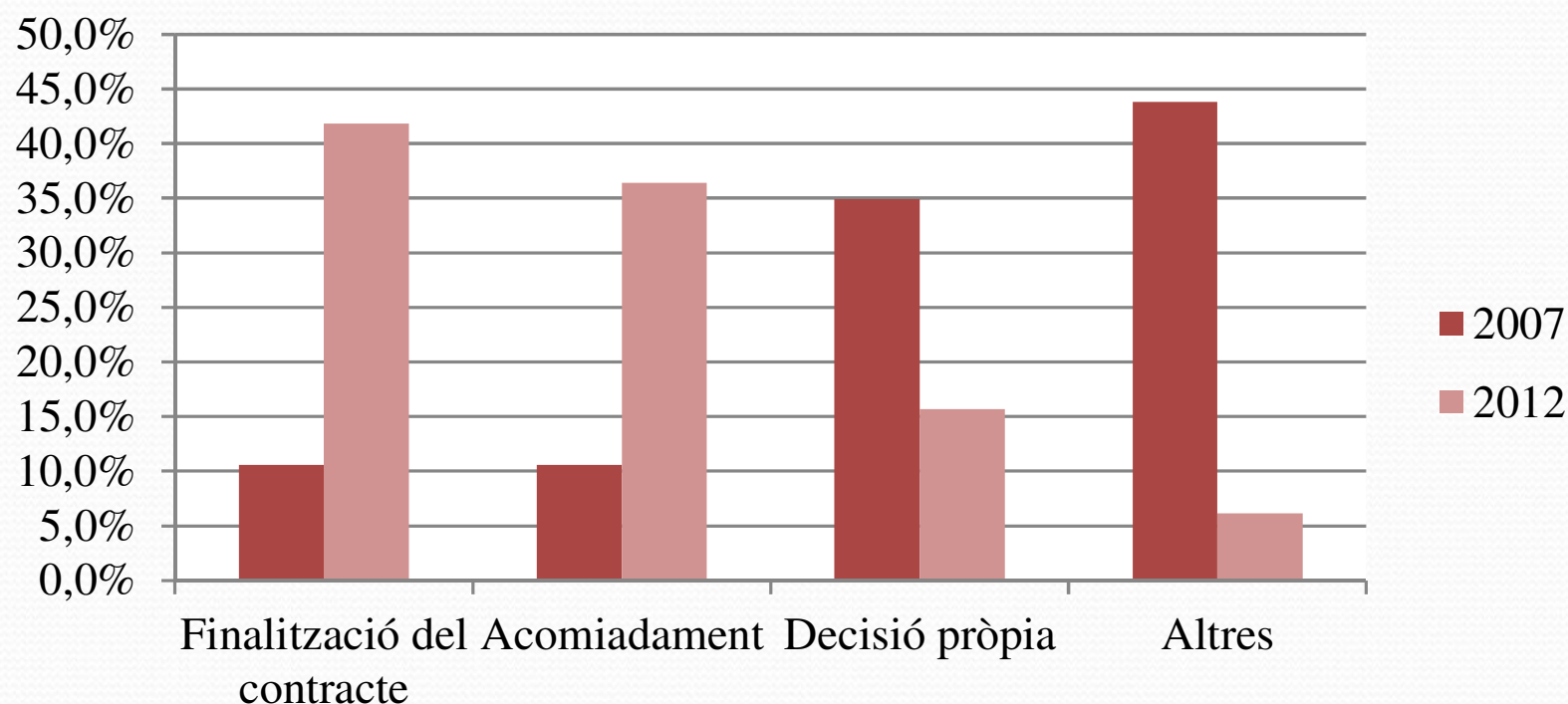


Period Effects

Analysis of the Catalan Youth Survey 2012

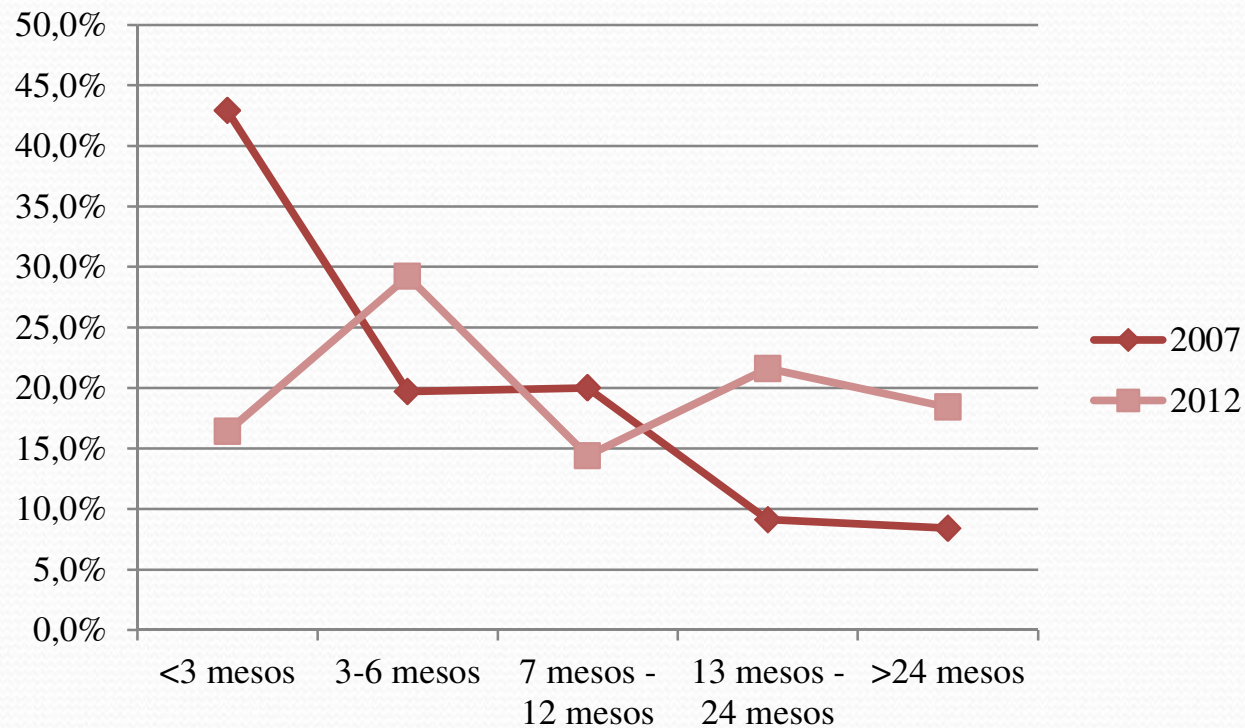
Comparison of the situation between 2007 and 2012 (1)

Reasons for quitting their previous job. Inactive and unemployed young people (16 to 34 years old). 2007 and 2012. Percentages



Comparison of the situation between 2007 and 2012 (3)

Length of time unemployed. Unemployed young people (16 to 34 years old). 2007 and 2012. Percentages



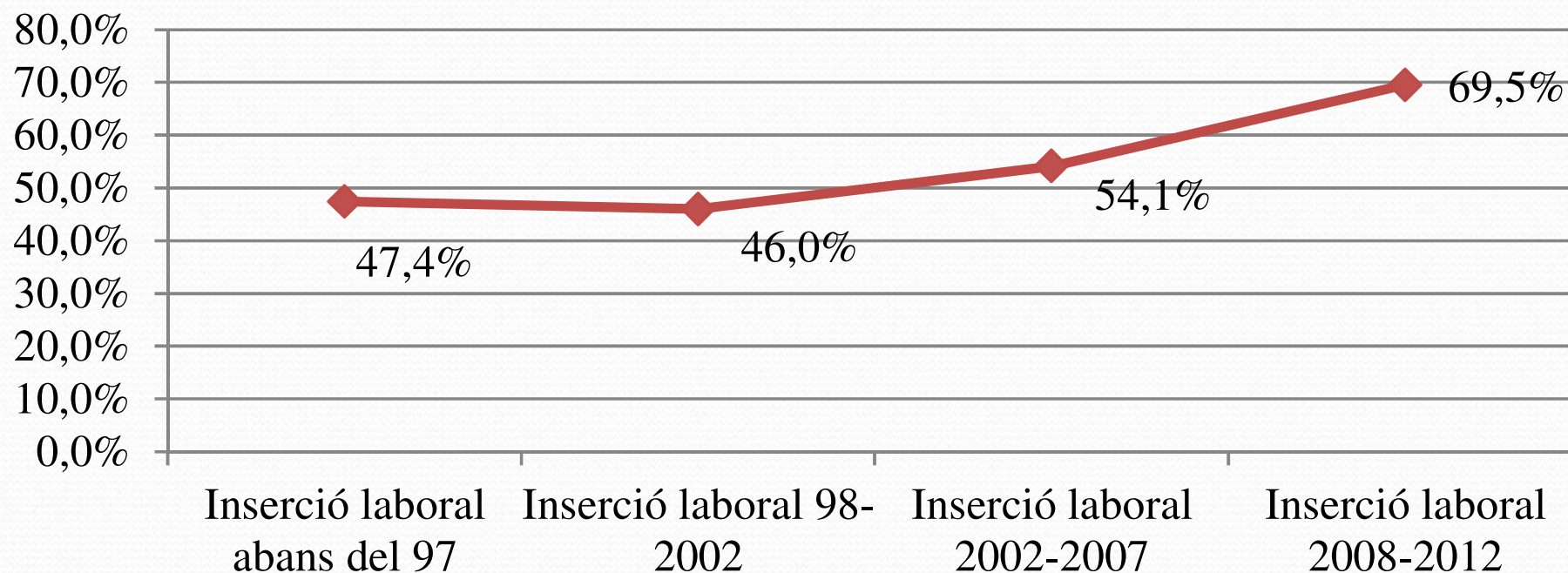


Cohort Effects

Analysis of the Catalan Youth Survey 2012

Labour trajectories until 2012 (1)

Proportion of instability in the labour trajectory . Employed young people (16 to 34 years old).





Typology of labour trajectories.

Retrospective data 2012

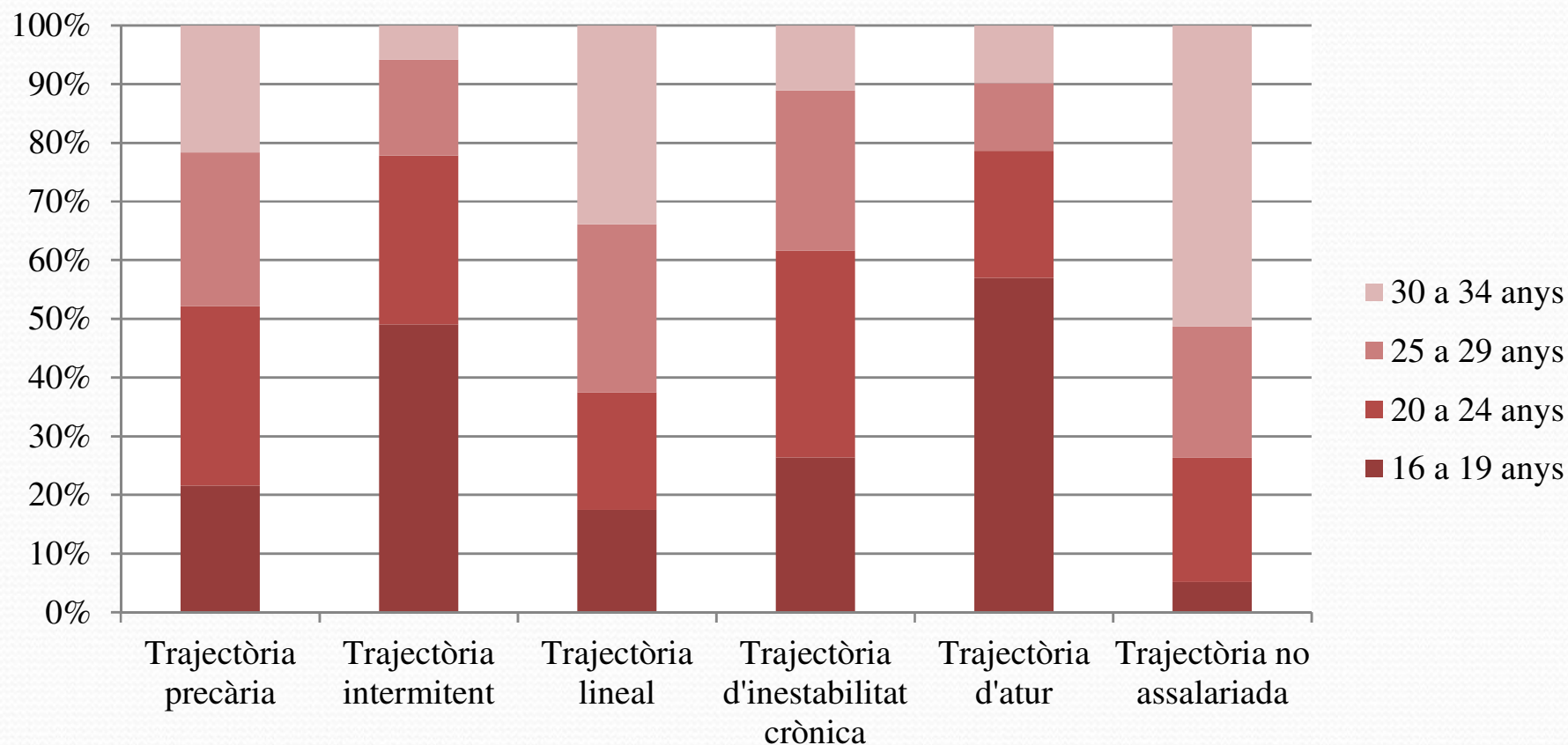
- Linear (51,0%)
- Employers and self-employed (9,7 %)
- Chronic instability (15,7%)
- Precarious (13,6%)
- Unemployment (6,7%)
- Discontinuous (3,7%)

Characteristics of trajectories and profiles

Type of trajectory	Characteristics	Profile
<i>Precarious</i>	Concentrate periods of unstable employment and temporary contracts	Low/medium Educational level Labour market insertion before 20
<i>Discontinuous</i>	Concentrate periods of inactivity and temporary contracts	Women Medium Educational level Labour market insertion before 20
<i>Linear</i>	Mostly open-ended contracts with some unstable employment	High Educational level Labour market insert. between 20-24 Born in Spain Parents with medium Occupational level
<i>Chronic instability</i>	Most of the time temporary contracts	Women Parents with medium Occupational level
<i>Unemployment</i>	Most of the time unemployed	Low Educational level Immigrants Parents with low Occupational level
<i>Employers and self-employed</i>	Mostly employers or self-employed with some unstable employment	Men Born in Spain Parents with high Occupational level

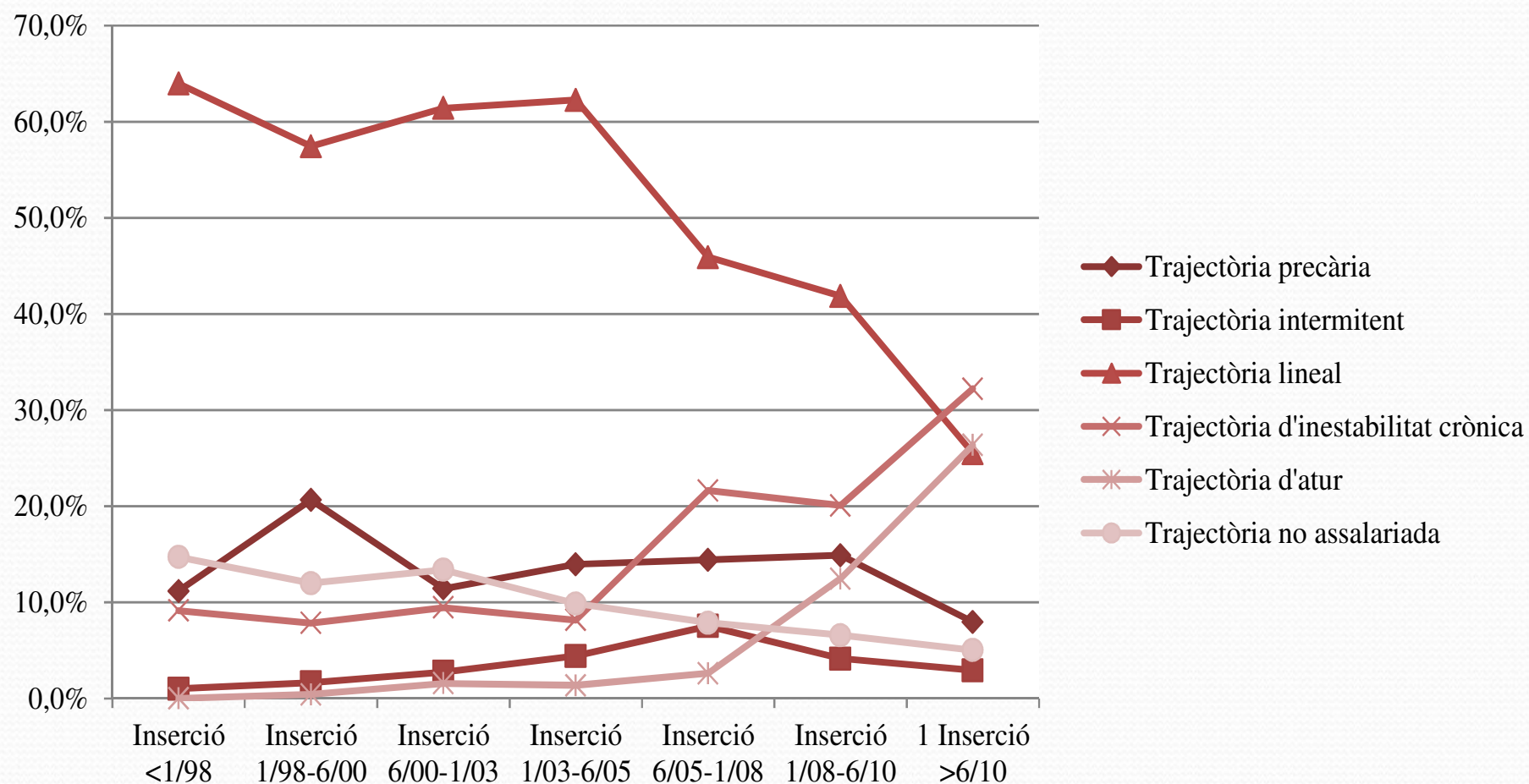
Labour trajectories until 2012 (2)

Labour trajectories by age group. Percentages



Labour trajectories until 2012 (3)

Labour trajectories by moment of insertion





REDEMAS survey

A glance below the big numbers

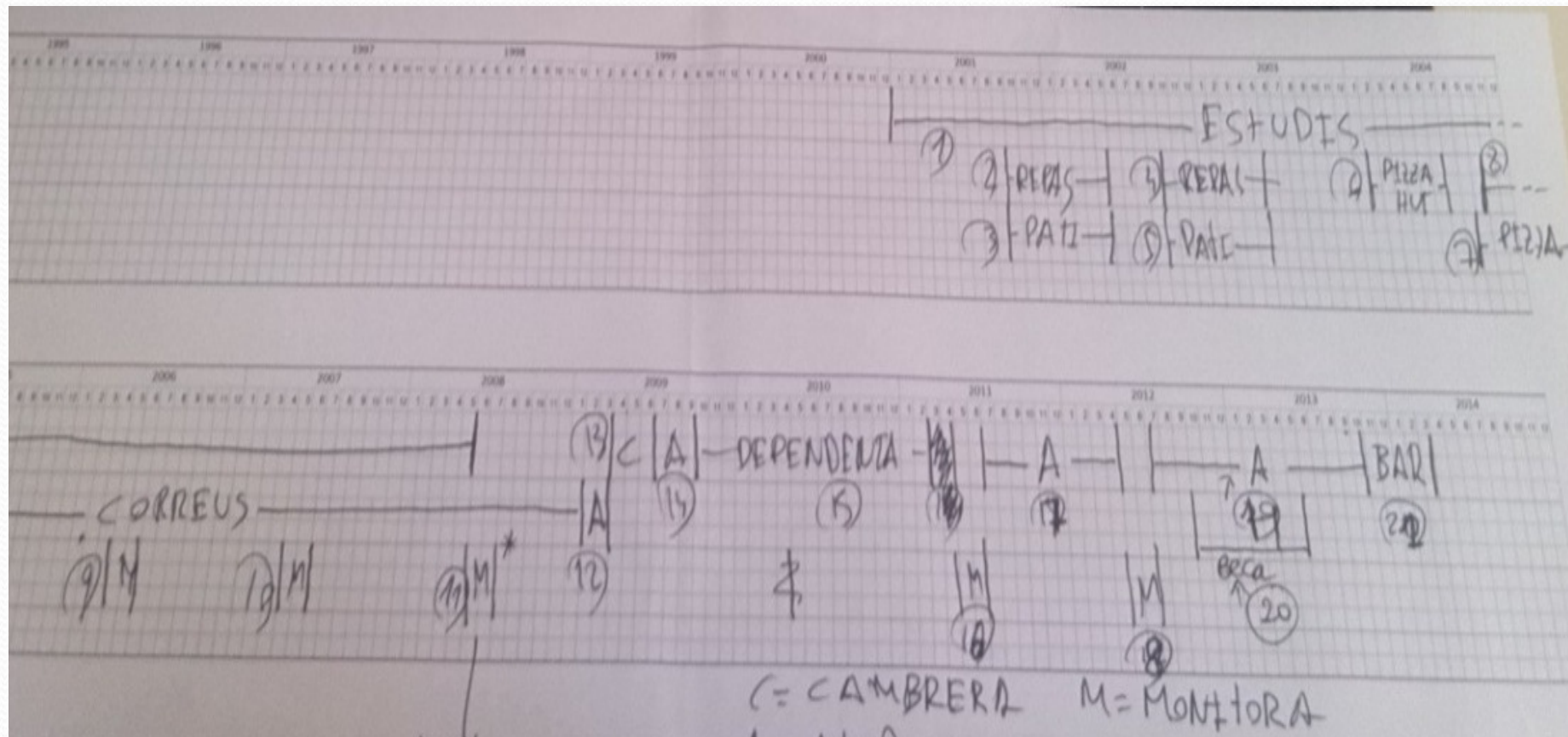
REDEMAS:

Social networks as a resource and mechanism for the young people when searching and finding employment

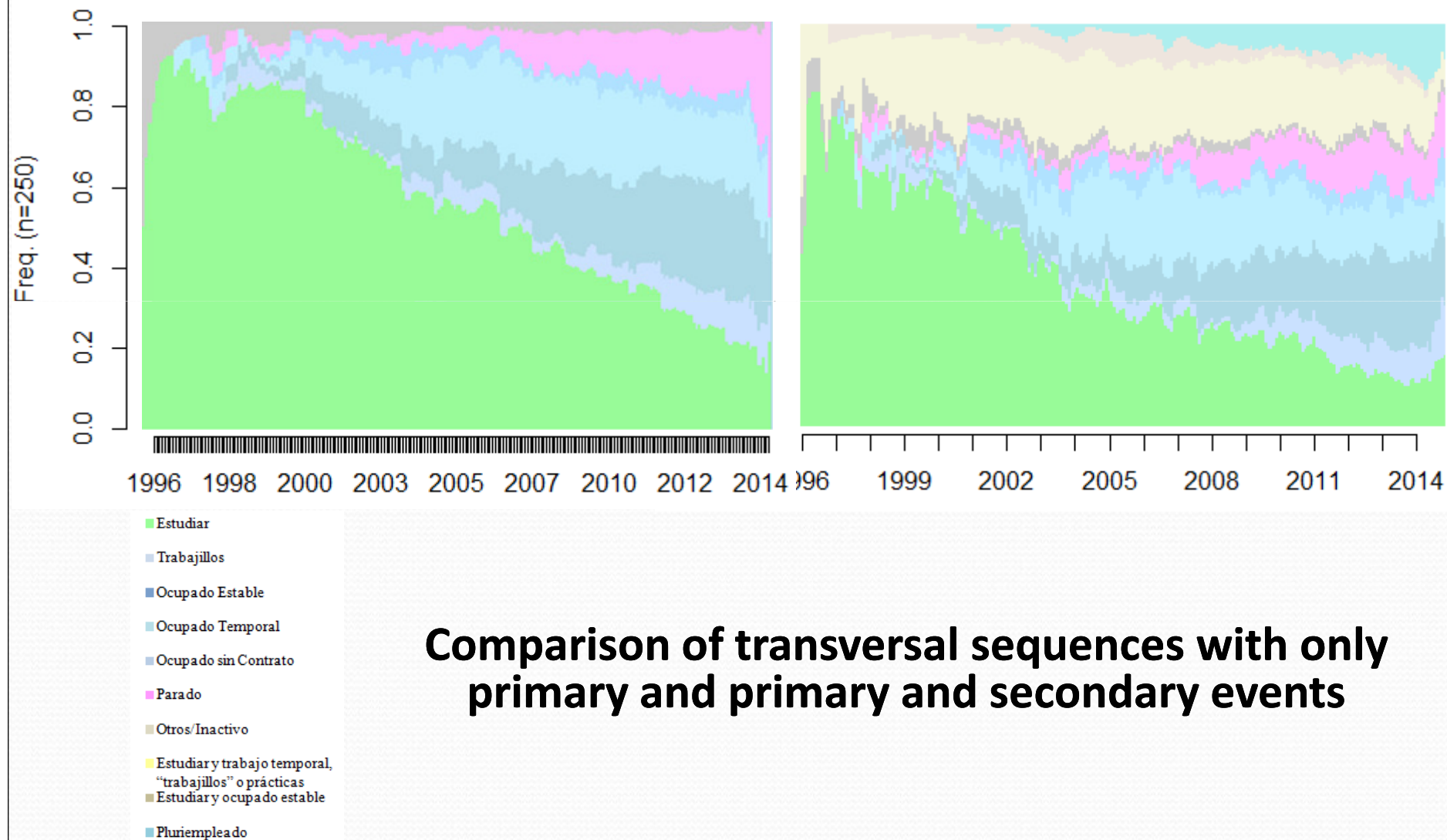
Research design

- Metropolitan Area of Barcelona
- 2014
- N=250
- Quota sampling
 - Gender
 - Age group (20-24, 25-29, 30-34)
 - Origin (country)
 - Great Barcelona (2 areas, different size and per capita income: Barcelona, Metropolitan Area)
 - Educational level (low, medium, high)

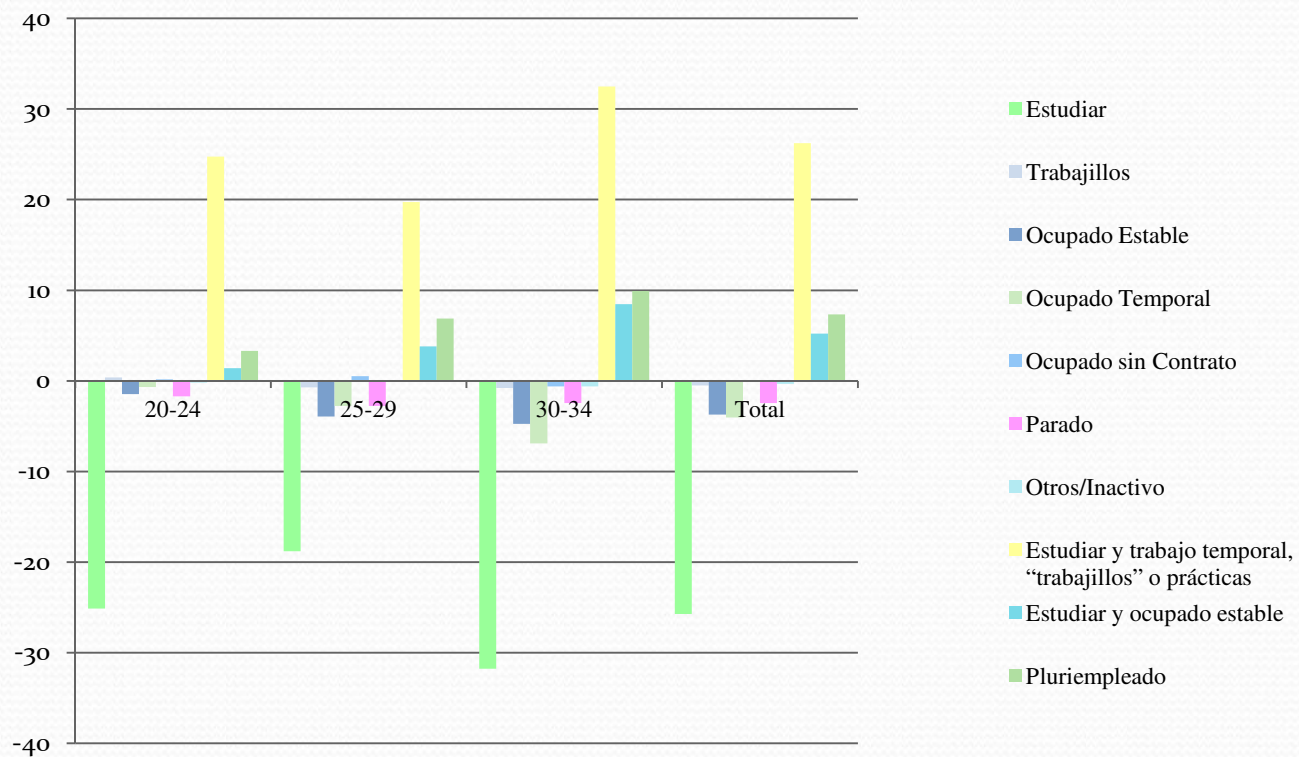
A qualitative collection of data



Addition of primary and secondary events



Variations in the length of events when introducing secondary events



No differences in the age of first contact with paid work

		Age of first event of labour in the trajectory	Age of first event of labour as primary
Primary education	Average	17,1774	17,5500
	N	62	60
	Std. Deviation	1,62485	1,62005
Secondary education	Average	17,5303	19,7442
	N	66	43
	Std. Deviation	1,76478	2,25824
Higher education	Average	17,6167	22,5179
	N	120	112
	Std. Deviation	2,11907	3,21310
Total	Average	17,4839	20,5767
	N	248	215
	Std. Deviation	1,91514	3,42918

Small effect of the crisis on the average age of first contact with paid work

		Age of first event of labour in the trajectory	Age of first event of labour as primary
Job during the crisis	Average	18,0400	19,7083
	N	50	24
	Std. Deviation	2,21276	2,77378
Job before the crisis	Average	17,3668	20,6927
	N	199	192
	Std. Deviation	1,83708	3,48585
Total	Average	17,5020	20,5833
	N	249	216
	Std. Deviation	1,93258	3,42257

Variations in the length of events

Integration into the labour market		Studying	Odd jobs	Open ended contract	Fixed term contrac	No contract	Unemployed	Inactive	Studying and odd jobs or apprenticeship	Working and studying	Multiple job holding
Months	During the crisis	35,16	4,04	1,53	2,92	2,39	5,65	2,57	20,10	,80	1,78
	Before the crisis	39,28	7,17	23,39	24,90	5,34	10,61	3,39	27,82	6,37	8,77
	Difference	-4,12	-3,13	-21,8	-22,0	-2,95	-4,96	-0,82	-7,72	-5,57	-6,99
% of the trajectory	During the crisis	45,70	5,25	1,99	3,80	3,11	7,34	3,34	26,12	1,04	2,31
	Before the crisis	20,01	4,57	14,89	15,86	3,40	6,76	2,16	17,72	4,06	5,58
	Difference	20,69	0,69	-12,91	-12,06	-0,29	0,59	1,18	8,41	-3,02	-3,27

Conclusions

On the employment during the recession

- ❑ The crisis has had an effect on the most “emerged” employment. For some youngsters, especially for those of middle class origin, there is always the possibility to find “something” (odd jobs)
- ❑ The crisis has reduced much more the formal employment. Young people is studying more time, but still have contact with paid jobs.

Conclusions

On the period and cohort effects

- ❑ Period effects are clear. Different cohorts of young people suffer (with different degrees) unemployment and temporary employment (no insiders and outsiders, flexible labour market)
- ❑ Lock-in situation in unskilled jobs for some workers' profiles. Possibly increasing
- ❑ From "flexibility in the margins" to "extended flexibility"

Conclusions

Scarring effect?

- ❑ Too soon to observe it, but likely
- ❑ Structural change in the Spanish labour market?
- ❑ Three-tier society with no polarisation, but three strands of labour trajectories
 - Verd & López-Andreu (2016) Crisis del empleo y polarización de las trayectorias laborales. El caso de los adultos jóvenes en Cataluña. *Papers. Revista de Sociología*, 101(1): 5-30.
 - López-Andreu & Verd (in press) Employment instability and economic crisis in Spain. What are the elements that make a difference in the trajectories of younger adults? *European Societies*



Thank you!